



BrucePower™

Your journey to the trades

JOIN US ON THE BRUCE POWER SITE AND FIND
A CAREER FOR LIFE IN A GROWING INDUSTRY

Limitless opportunities. Meaningful work. Innovative energy.



Safety First

BRUCE POWER'S NUMBER 1 VALUE

Whether protecting our people, the environment, or our neighbouring communities and province, we work 24 hours a day with safety at the forefront of everything we do. Together, we strive to go home safe each and every day.

With the expertise of the skilled trades, we can continue to supply the province with almost 30 per cent of its electricity for decades to come. Discover how you can join us on the Bruce Power site and find a career for life in a growing industry.

***SOURCE:** *Safety in Construction: Connecting Safety Climate, Safety Performance, and Leading Indicators* by Ruifang Yang, 2021.

The nuclear construction sector had 33 per cent less injuries and 50 per cent less accidents than the construction industry as a whole.*



Millwrights and Boilermakers in a replica of the vault. For three weeks, they trained on the specialized tooling before moving to site for the first Major Component Replacement project of Unit 6 (MCR6).

Answers on the skilled trades

There are over 300 designated trades in Canada. These trades typically fall into four main categories: Construction, Transportation, Manufacturing and Service. Construction carries the highest demand on the Bruce Power site.

Why should I pursue a career in the skilled trades?

- Earn money while you work toward an in-demand career.
- Gain real work experience and training that employers want.
- Receive qualifications that are recognized provincially and nationally.
- Increase your earning potential.
- Opportunity to travel provincially and nationally.

How do I start a career in trades?

Jobs in the skilled trades start with an apprenticeship. Apprenticeships combine on-the-job experience and in-class training all while earning wages. Many students choose to start an apprenticeship while still in high school.

What qualifications might I need to work on the Bruce Power site?

The Red Seal certification is the highest standard of qualification for skilled tradespeople in Canada. Tradespeople who successfully complete their Red Seal examination can work anywhere in Canada without having to write further examinations. Though we have journeymen and apprentices on site, you may want to pursue a Red Seal Certification.

Are there any other requirements to enter the trades?

The minimum requirement for each trade can vary. However, most skilled trades require a candidate to be at least 16 to 18 years of age, have completion of Grade 12 or a Ministry approved equivalent, have legal permission to work in Canada and have passed the entrance exam for the chosen apprenticeship program.

How much can I make as a tradesperson?

In the trades you earn as you learn. Once you obtain your Red Seal certification and begin a career in the energy industry, the hourly rate, depending on the trade, can eventually range up to \$50 to \$60 per hour. Find more information here:

www.epsca.org/wage-schedules

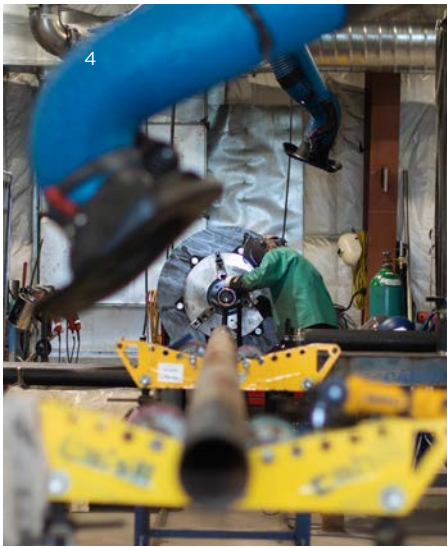
CAREER MAP FOR ENTRY INTO AN APPRENTICESHIP



For more information on getting into the trades, check out www.skillsontario.com and www.ctaontario.ca/build-your-skills

Join us at any of our upcoming career fairs we participate in throughout the year, or contact any of the union halls listed on page four to learn more about the scope of work and how to get started in a career in the trades.





Who hires me as a tradesperson to work on the Bruce Power site?

Though Bruce Power does hire trades directly, we primarily hire tradespeople through our construction vendor partners, who hire them from the union halls. A list of some of our key partners is listed below:

UNION HALLS

- **Boilermakers – Local 128**
<https://128.boilermaker.ca>
 1035 Sutton Dr, Burlington, ON L7L 5Z8
- **Carpenters – Local 2222**
www.local2222.ca
 385 Queen St, Kincardine, ON N2Z 2R4
- **Electricians – Canadian Union of Skilled Workers (CUSW)**
www.cusw.ca
 10 Carlson CT suite 802, Etobicoke, ON M9W 6L2
- **Electricians – International Brotherhood of Electrical Workers (IBEW) – Local 804**
www.ibew804.ca
 5158 Fountain St N, Breslau, ON NOB 1M0
- **Insulators – Local 95**
www.insulators95.com
 166 Newkirk Road, Unit 5, Richmond Hill, ON L4C 3G7
- **Ironworkers – Local 736**
www.iw736.com
 1384 Osprey Dr, Ancaster, ON L9G 4V5
- **Labourers – Local 1059**
www.liunalocal1059.com
 635 Wilton Grove Rd, London, ON N6N 1N7
- **Millwrights – Regional Council of Ontario Sarnia – Local 1592**
www.millwrightlocal1592.com
 780 Phillip St E, Sarnia, ON N7T 1Z6
- **Operating Engineers – Local 793**
www.iuoelocal793.org
 2245 Speers Rd, Oakville, ON L6L 6X8
- **Painters – International Union of Painters and Allied Trades Ontario Council – Local 1590**
<https://iupat.on.ca>
 276 Tecumseh St, Sarnia, ON N7T 2K9
- **Plumbers/Pipefitters/Welders – United Association (UA) – Local 527**
www.ua527.com
 225 Frobisher Dr, Waterloo, ON N2V 2G4
- **Sheet Metal Workers – Local 473**
www.smwia473.ca
 184 Wellington St, London, ON N6B 2L1
- **Teamsters – Local 879**
www.teamsters879.ca
 944 South Service Rd, Unit 201, Stoney Creek, Ontario, L8E 6A2
- **Teamsters – Local 230**
www.teamsters230.ca
 431 Alden Rd, Markham, ON L3R 3L4

“ I've always been drawn toward larger scale projects. I wanted to learn new systems and so Steam Fitting seemed like the obvious choice to expand my skills. The safety culture is above and beyond what it is outside of here. We go home safe every night. ”

JAKE TOFFLEMIRE
Steam Fitter, UA Local 527



VENDOR PARTNERS

- **Shoreline Power Group** (SPG)
 - Aecon
www.aecon.com
 - AtkinsRéalis (formerly SNC-Lavalin)
www.atkinsrealis.com
 - United Engineers & Constructors
<https://ueci.com>
- **Black & McDonald**
<https://blackandmcdonald.com>
- **Alberici**
<https://alberici.com>
- **Bird Construction**
www.bird.ca
- **PCL**
www.pcl.com/ca/en
- **Rankin Construction**
www.rankinconstruction.ca
- **Crane Supply**
www.cranesupply.com
- **E.S. Fox**
<https://esfox.com>
- **Day & Zimmerman**
www.dayzim.com
- **Ken Jackson Construction**
www.kenjacksonconstruction.ca
- **Aluma Systems**
aluma.com
- **Kinetrics**
kinetrics.com
- **Steam Generator Replacement Team** (SGRT)
 - Aecon
www.aecon.com
 - Framatome
www.framatome.com/en
 - United Engineers & Constructors
<https://ueci.com>
- **GE Multilin**
www.gegridsolutions.com/multilin/index.htm
- **BWX Technologies**
www.bwxt.com
- **Promation Nuclear**
<https://promotion.com/nuclear-industry>

Where can I learn more?

Financial support: <http://www.red-seal.ca/financial/s.5pp.4rt-eng.html>

Ontario government: <https://bit.ly/2mmqKzL>

Annual number of tradespeople working on the Bruce Power site

- Boilermakers – up to 500
- Carpenters – up to 300
- Electricians – up to 500
- Insulators – up to 80
- Ironworkers – up to 150
- Labourers – up to 300
- Millwrights – up to 250
- Operating Engineer – up to 50
- Painters – up to 50
- Pipefitters/steamfitters – up to 300
- Sheet Metal Workers – up to 100
- Teamsters – up to 100

** Approximate number of trade workers peaking on site at different times of the year.*

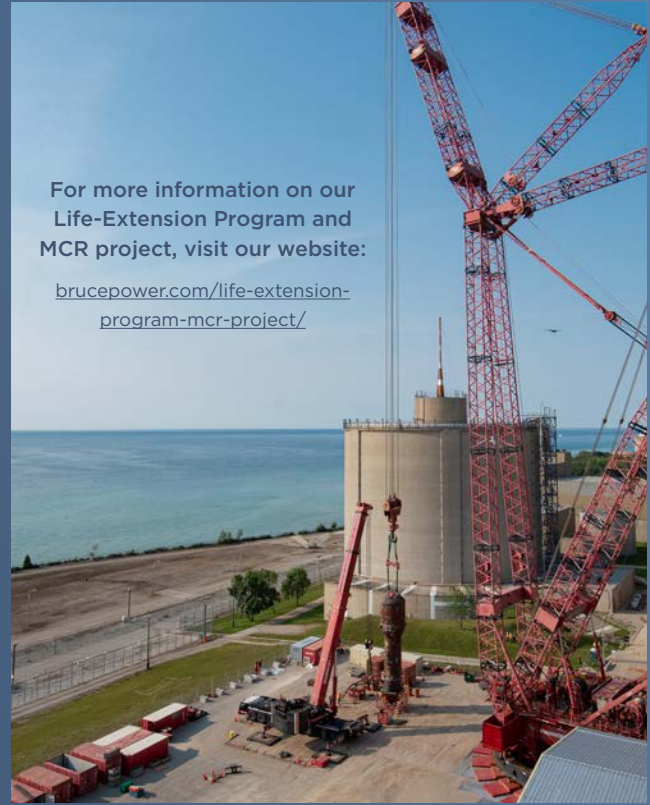


Work now and into the future

Situated along the shoreline of Lake Huron, Bruce Power has two nuclear stations, each with four reactors, to supply almost 30 per cent of Ontario's electricity. Bruce Power is currently executing its Life-Extension Program, the largest clean energy initiative in the province and one of Canada's largest private sector infrastructure projects. As a key part of the Life-Extension Program, the Major Component Replacement (MCR) projects will see Units 3-8 renewed and back in service by 2033 to contribute to Ontario's clean energy future into the 2060s.

In addition to its MCR projects, Bruce Power's Project 2030 looks to add efficiencies to each reactor, targeting a site net peak capability of 7,000 megawatts by the early 2030s. Additional generation through Project 2030 is nearly equivalent to adding a ninth large-scale reactor to the Bruce Power site without the need to build additional infrastructure, allowing us to power 900,000 more homes across the province.

Bruce Power's Life-Extension Program relies on highly skilled tradespeople to complete the work safely, on time, and on budget. Bruce Power projects create an estimated 22,000 jobs directly and indirectly from operations, and an additional 5,000 jobs annually throughout the investment program.



For more information on our Life-Extension Program and MCR project, visit our website:

brucepower.com/life-extension-program-mcr-project/



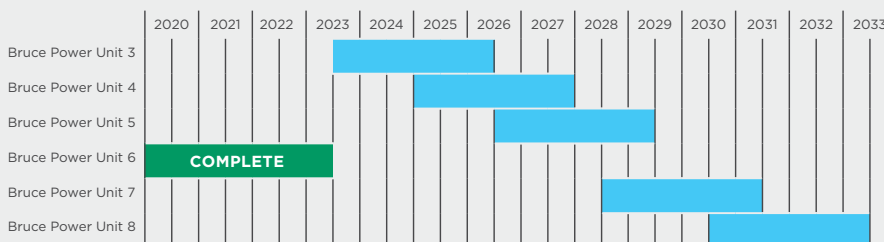
Two Pipefitters install a new Atmospheric Steam Discharge Vent on the roof of the Bruce B station as part of MCR6.

Unit 6 MCR (MCR6)

Following its MCR, Unit 6 was declared commercially operational on Sept. 14, 2023, 39 years to the day of its first in service date in 1984. The Unit 6 MCR project was completed with an industry-best safety rating for large projects, with thousands of people working over 24 million hours to complete the work safely, on time and on budget.

Unit 6 will now safely power over 900,000 Ontario homes annually for more than four decades, a period where Ontario's forecasted demand for energy will almost triple by 2050.

Major Component Replacement Schedule



Innovation at work

As part of its agreement with the IESO to refurbish its units, Bruce Power is finding efficiencies in each successive MCR Project. Already, lessons learned from MCR6 have been applied in Unit 3's MCR (MCR3), resulting in industry best performance and safety in defueling and draining the unit at the beginning of the project.

Bruce Power and its partners are also focused on innovation to help deliver performance improvements in each MCR. Bruce Power and Cambridge-based ATS Corporation's (ATS) Industrial Automation business collaborated on new automated tooling to improve safety, quality, and overall performance.

New Automated Delivery Tables (ADTs) have been developed and will be the first robotics to work on a nuclear reactor. The new toolsets will be operated with Millwrights and Boilermakers to inspect, verify and install hundreds of components on both sides of the reactor face during MCR projects.



“Once the Programmers and Engineers are done testing the Automated Delivery Table Inspection Tooling, it should be plug and play for us. We definitely feel a lot more connected to the entire team as a whole for MCR3, and we've felt that through all the preparation work we've been involved with so far. It will save a lot of dose to our group too, which is definitely something our team appreciates.”

JOE KOSMERLY
General Foreman,
Millwrights 1592



Canada promises more nuclear

In December 2023, Canada was one of more than 20 countries to sign a new Ministerial Declaration to triple nuclear energy by 2050.

Find more information: brucepower.com/2023/12/05/bruce-power-signs-industry-pledge-in-support-of-tripling-global-nuclear-capacity-by-2050/



Skilled trades sponsorships

Every year, Bruce Power funds sponsorships to our local communities for several initiatives including those that support the development of trades. Historically, those have included:

- **Saugeen Sparks Training Centre** – Bruce Power and our Suppliers donated \$100,000 toward the Training Centre in late 2023.
- **Women in Trades Award** – In 2024, a woman from each of the 39 secondary schools in the Avon Maitland, Bluewater and Bruce Grey Catholic District School Boards will be awarded \$500 for their passion and aptitude for the trades.
- **Bring Back the Trades** – From 2021 to 2023, Bruce Power funded \$20,000 toward the Launchpad Youth Skills & Technology Centre (YATC) to support their welding shop.
- **Grey Bruce Habitat for Humanity** – From 2012 to 2023, Bruce Power has donated \$275,000 toward building homes within the Saugeen Ojibway Nation (SON) and creating apprenticeships.

New and renewed sponsorships are determined on a yearly basis over a multitude of factors. Take comfort in the fact that Bruce Power will always support the trades through one avenue or another.



The Bruce Power site is located within the Saugeen Ojibway Nation Territory, the shared treaty and traditional Territory of the Chippewas of Saugeen First Nation and Chippewas of Nawash Unceded First Nation (Neyaashiinigmiing).

Bruce Power is dedicated to honouring Indigenous history and culture and is committed to moving forward in the spirit of reconciliation and respect with the Indigenous communities we work with. We are committed to strong and respectful relationships with the Saugeen Ojibway Nation (SON), the Métis Nation of Ontario (Region 7) and Historic Saugeen Métis.

Community

We know relocating or changing your lifestyle can be a challenging. Here are some resources to help ease your transition.

Investing in our community

Find more information on our Corporate Social Responsibility Program, Environment and Sustainability Fund, and Scholarships here:

www.brucepower.com/in-the-community/community-investment/

Community programs

Indigenous Relations

www.brucepower.com/in-the-community/community-programs/indigenous-relations

Aboriginal Apprenticeship Board of Ontario

aabo.ca

Emergency Preparedness

www.brucepower.com/in-the-community/community-programs/emergency-preparedness

Environment and Sustainability

www.brucepower.com/in-the-community/community-programs/environment-sustainability-department

Bruce Power's location

Bruce Power is in Bruce County near Grey County and Huron County in Southwestern Ontario. Many of our employees have lived in these counties for decades.

Local Indigenous communities and municipal and county governments have partnered on programs that benefit the entire region, and we look forward to continuing to foster meaningful relationships with our community partners.

BRUCE POWER
TORONTO

“ My favourite part about welding is the networking and opportunities available to you. You get to meet so many people and they aren't all going to be in your trade. Meeting people in the trades opens many doors up for yourself. Depending on where you end up or what you want to do in the future, sometimes the people you meet creates friendships and brings you right back to where you want to be. The opportunities as a tradesperson are endless and we are all in high demand.

I used to be very sheltered and shy, but after working on site, I found myself networking more and more each and every day. The best advice I can give you is to take any opportunity you can that involves the trade you want to get into. It never hurts to try! Reach out to all trades personnel, gather the pros and cons and see what interests you most. Open all the doors possible to build you endless opportunities and a successful future. ”

HEIDI ALLEN, Welder, UA 527



Women in trades

All the trades have internal programs that support and engage women to build success. If you're a woman passionate to enter the trades, but are apprehensive about joining a male predominant field, check out these resources for additional support and guidance:

We Build a Dream

www.webuildadream.com

Women of Steel initiative

www.cwbweldingfoundation.org/programs/women-of-steel

OBC Tradeswomen

www.obctradeswomen.com

LeadHERtrades

www.leadheralliance.com/leadhertrades

Tomorrow's Trades

www.ctaontario.ca/tomorrows-trades

Community resources

For more information on living in Bruce, Grey and Huron counties, visit these webpages. They share valuable information on health care, affordable housing, children's services, emergency preparedness, local services, community programs, government, Indigenous culture and heritage, environment and safety, recreation, attractions, employment opportunities, community services events and more.

Housing resources

Saugeen Shores short-term accommodations

www.saugeenshoreschamber.ca/list/ql/accomodation-65

Short-term stay listings in Southampton, Port Elgin and the surrounding communities.

Bruce County housing

<https://brucehousing.com>

Apartment and housing rentals in Kincardine, Port Elgin, Southampton, Tiverton and the surrounding areas of Bruce, Grey and Huron counties (includes short term as well).

Real Estate Council of Ontario (RECO)

www.reco.on.ca

Regulates real estate industry and protects the public. Includes information about the home buying process.

Information on buying a home

<https://www.canada.ca/en/financial-consumer-agency/services/buying-home.html>

Information on saving for your home, buying programs and incentives, getting preapproved for your home, finding your home, paying for your home, home buying costs.

Relocation and moving expenses

<https://www.canada.ca/en/revenue-agency/services/tax/individuals/topics/about-your-tax-return/tax-return/completing-a-tax-return/deductions-credits-expenses/line-21900-moving-expenses/you-claim-moving-expenses-12.html>

Canada Revenue Agency guidance on claiming moving expenses.

Canada Revenue Agency

www.canada.ca/en/revenue-agency.html

Information on income, taxes, savings and pension plans, payroll deductions, child and family benefits, setting up a business registration number and more.

Realtor

www.realtor.ca

Resource for finding a home for sale (some for rent) across Canada. Search by location. Homes listed for sale are realtor represented across most real estate companies. Individual real estate agencies can also be found here.

Point2

www.point2homes.com/CA

Real estate listings (various sources).

Local information

- **Welcome to Bruce County** - www.brucecounty.on.ca
- **County of Grey** - www.grey.ca
- **Huron Country** - www.huroncounty.ca
- **Explore the Bruce** - <https://explorethebruce.com>
- **Visit Grey** - www.visitgrey.ca
- **Ontario's West Coast** - www.ontarioswestcoast.ca
- **Bruce Peninsula** - <https://thebrucepeninsula.com>

Education

Our region has many schools with a variety of programs designed to meet each child's unique needs and chosen career path. Learn more from three district school boards' webpages:

- **Avon Maitland** - www.amdsb.ca
- **Bluewater** - www.bwdsb.on.ca
- **Bruce Grey Catholic** - www.bgcdsb.org

Together they offer:

- French immersion programs
- Science, technology, engineering, arts and math (STEAM) programs
- Indigenous education
- Programs to support students with special needs
- Catholic education
- Private and Christian schools
- A Francophone school
- Ontario Youth Apprenticeship Program (OYAP)
- Specialist High Skills Majors (SHSM)
- Dual-credit programs

OneList Bruce County

www.brucecounty.on.ca/services/human-services/onelist-bruce-county

Explore licensed childcare options in Bruce County



Bruce Power Visitors' Centre

Want to learn more about the work we do on the Bruce Power site? Be one of the 15,000 guests we welcome annually at our Visitors' Centre. Learn how we produce safe, reliable, carbon free nuclear energy and cancer-fighting medical isotopes.

LOCATION

Five minutes west of Hwy. 21, and just north of Tiverton, ON at 3394 Bruce Country Rd. 20, Municipality of Kincardine. Open year round, Monday through Friday, 9 a.m. to 4 p.m., but closed on statutory holidays.





Become a valued member of the skilled trades community and harness your craft, share your expertise and have your contributions make an impact.

Embrace exciting challenges by working on innovative projects that push the boundaries of your trade and provide a dynamic and fulfilling career.

Immerse yourself with a world of opportunities with competitive pay, benefits and career advancements.

Join us as a tradesperson on the Bruce Power site.

